



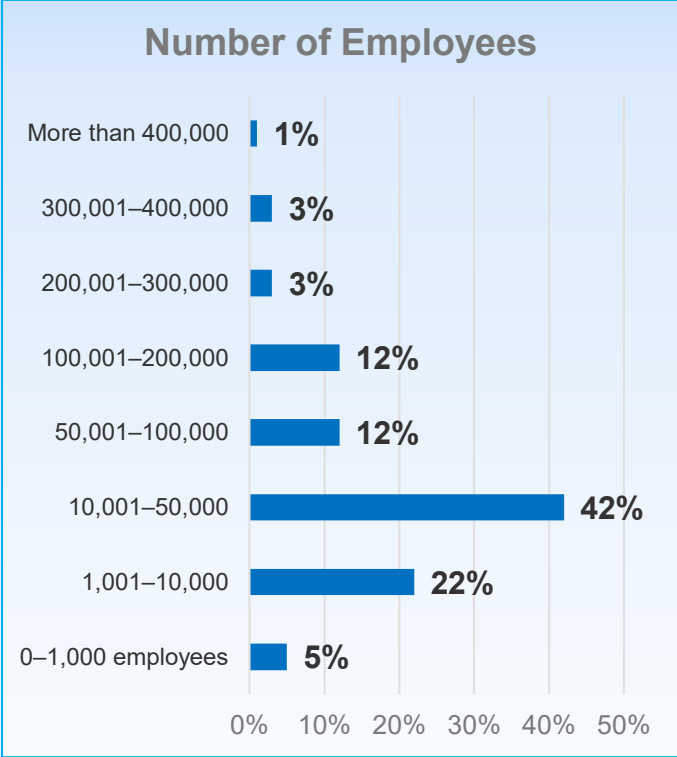
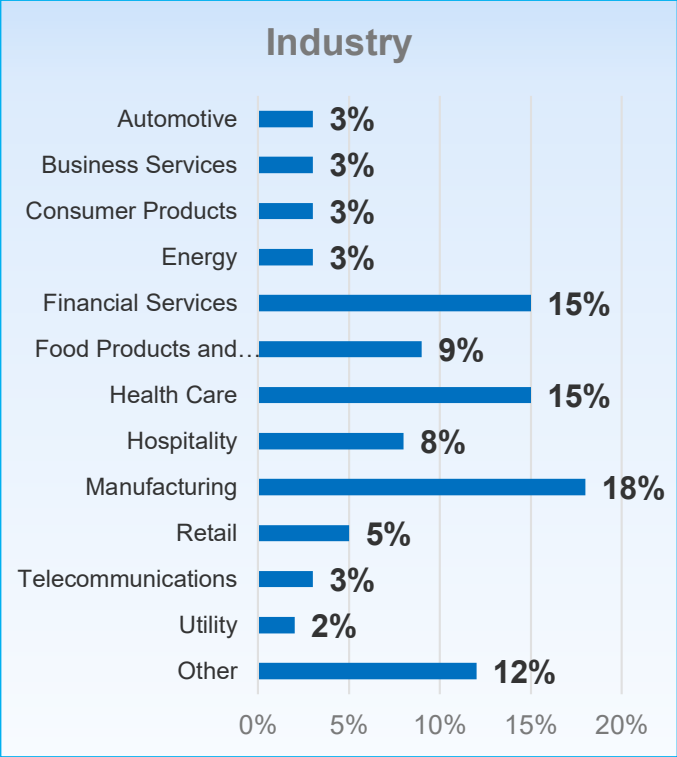
SEC Human Capital Metrics 10-K Reporting Survey

Tuesday, November 03, 2020

74 total responses

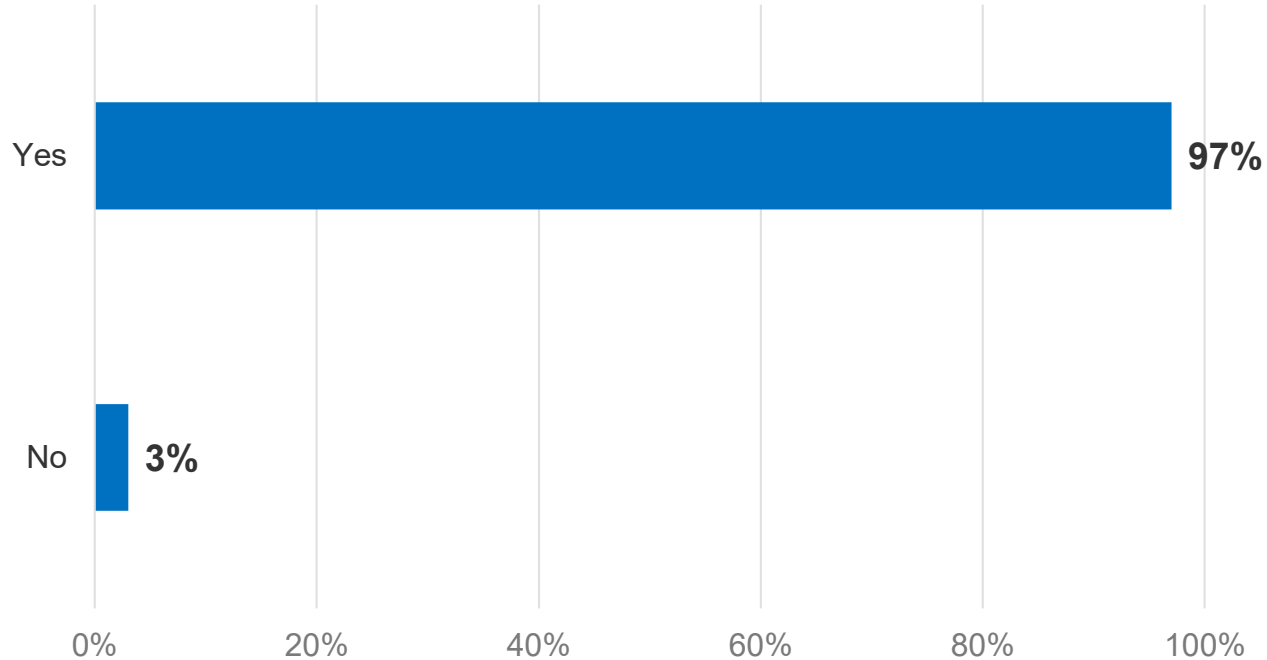
Respondent Demographics

74 total responses



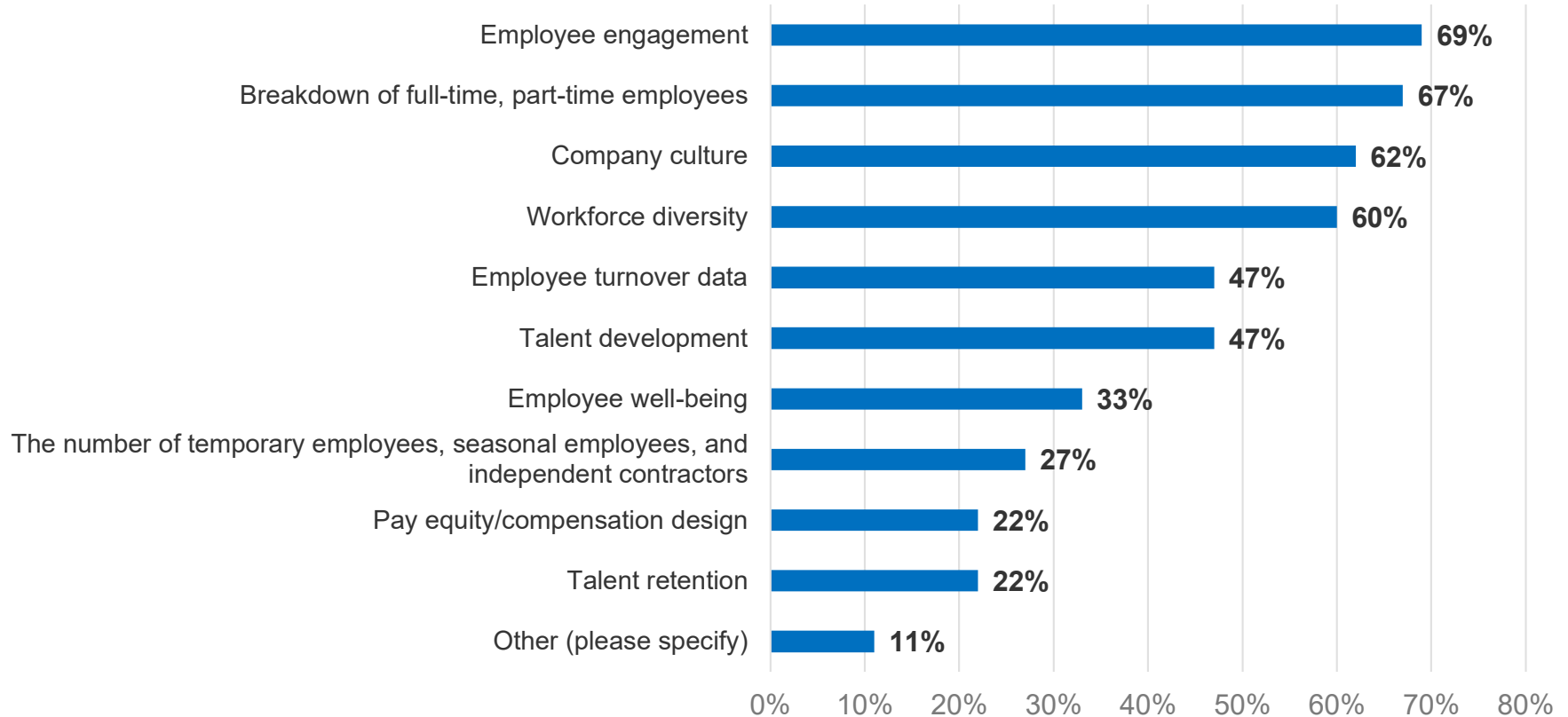
Q1: Is your company required to file a 10-K Annual Report with the Securities and Exchange Commission?

Answered: 73 Skipped: 1



Q2: What categories and/or metrics are you including or considering reporting in your 10-K, if any, specifically in response to the new SEC HCM reporting requirement? *Please check all that apply.*

Answered: 45 Skipped: 29



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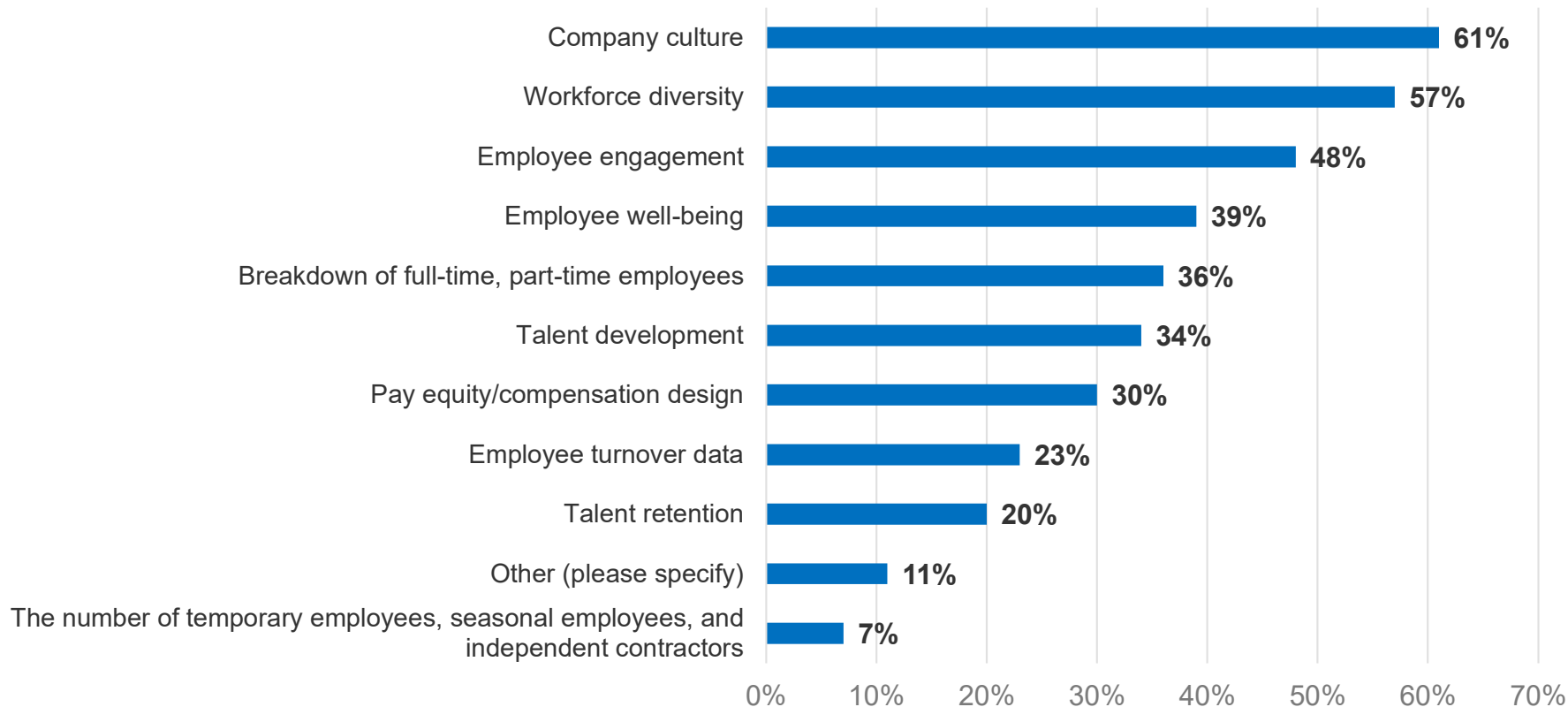
Answered: 45 Skipped: 29

Other (5 responses)

- Succession
- Still TBD - intend to keep disclosure high-level and qualitative since we disclose many of these data in our 2020 Human Capital Management report
- Currently, the number of employees
- Health and Safety, Training
- Safety

Q3: Which metrics, if any, have you reported previously as part of the company's sustainability or ESG reporting? Please check all that apply.

Answered: 44 Skipped: 30



Q3: Which metrics, if any, have you reported previously as part of the company's sustainability or ESG reporting? Please check all that apply.

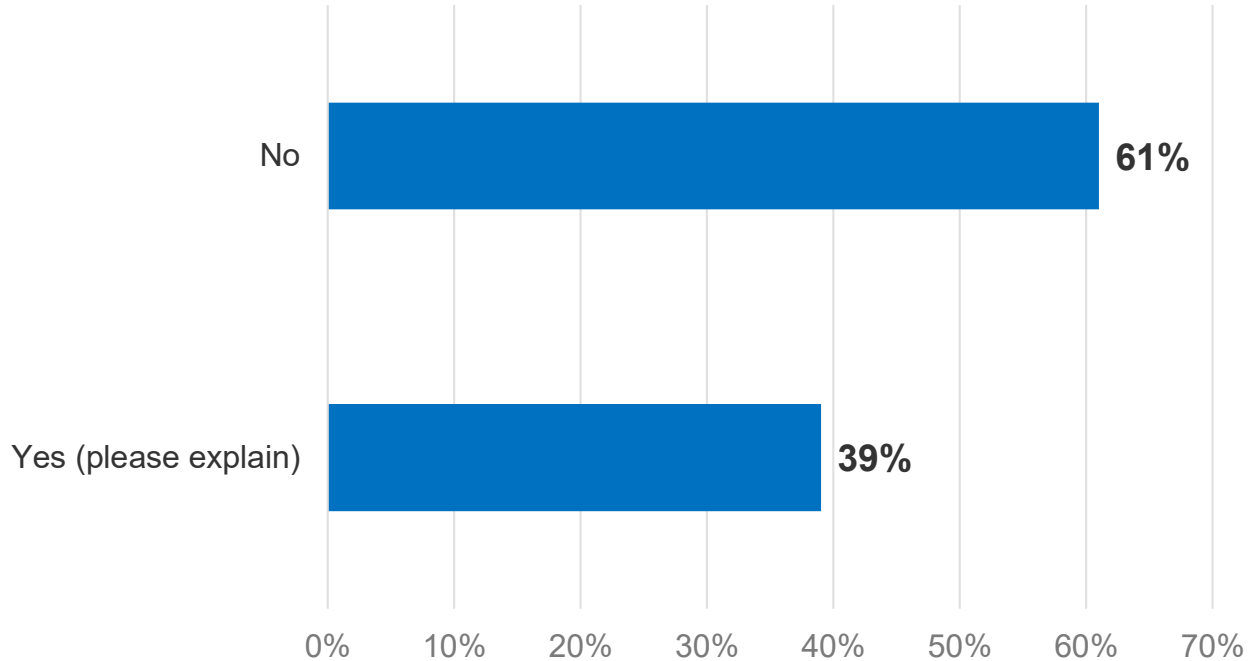
Answered: 44 Skipped: 30

Other (5 responses)

- We only report total number of employees without further breakdown of F/T or P/T
- Safety
- Reported leadership diversity (gender & ethnicity) only
- Overall headcount
- Diversity of BOD and Exec Team

Q4: Separate from the SEC standards, do you anticipate launching new corporate human capital initiatives next year?

Answered: 46 Skipped: 28



Q4: Separate from the SEC standards, do you anticipate launching new corporate human capital initiatives next year?

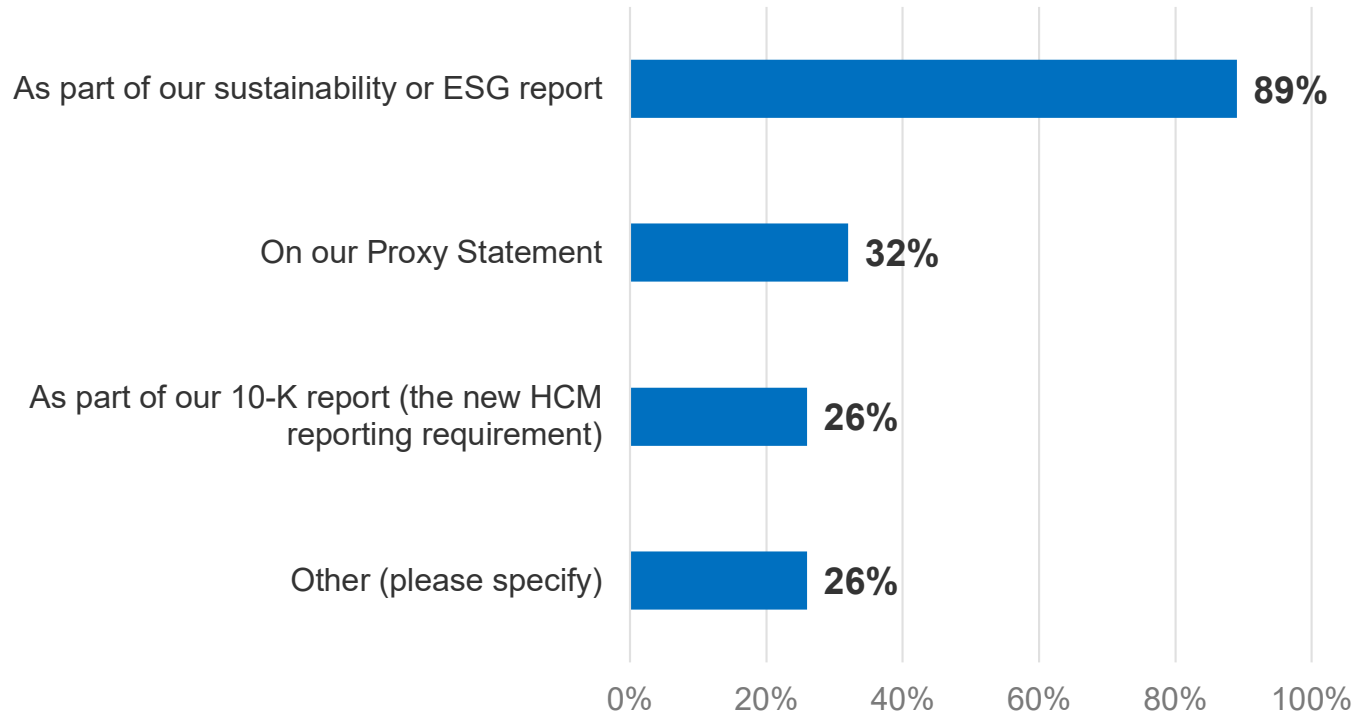
Answered: 46 Skipped: 28

Yes, please explain (18 responses)

- Next Generation talent development - broader and deeper reach to employees
- Yes we are planning to publish our diversity representation in our annual ESG equivalent report as well as publish our EEO-1 data
- Yes, internal measurement of specific HC measures
- Employee Recognition Program
- Workplace of the Future
- Increased focus on inclusion and diversity initiatives
- Leadership development related disclosures
- Executive Officers will be responsible for setting goals (not quotas) for their respective function in support of the overall goals.
- Yes, internally we are conducting a review of our programs and policies to ensure none inadvertently harm any particular group. We are also working to enhance and measure inclusion, and set long-term goals around representation.
- DE&I, Company Culture and Retention initiatives
- Continued development of our D&I program, engagement survey
- We are incorporating I&D goals into LT performance objectives for 2021 as part of overall I&D strategic roadmap
- Refreshing our talent strategy to be aligned with new purpose and culture
- Broader ESG disclosures including human capital and considering expanded internal/external human capital report
- A number of efforts are anticipated, including: retooling compensation practices, furthering our D&I strategy, enhancing communication efforts, additional training & development actions
- Evolving our Culture and Inclusion Council, implementing a new ATS, and redefining our career framework
- We will be doing more around D&I
- DEI efforts

Q5: If you answered yes to the previous question (do you anticipate launching new corporate human capital initiatives next year), how will you disclose these initiatives? Please check all that apply.

Answered: 19 Skipped: 55



Q5: If you answered yes to the previous question (do you anticipate launching new corporate human capital initiatives next year), how will you disclose these initiatives? Please check all that apply.

Answered: 19 Skipped: 55

Other (5 responses)

- EEO-1 report w/ relevant communication envelope to provide context
- If we disclose will be in a CR report, but not sure that we will disclose at all
- Still determining
- Potentially through human capital report
- TBD, likely a combination of the three

Q6: What is your biggest concern about the SEC's new human capital reporting standard?

Answered: 46 Skipped: 28

